

# Force field analysis

## Purpose

A tool for examining and recording the forces driving or preventing an improvement or change. Its use, as a first step, aims to reduce or remove preventing forces.

## Process

- Draw a large chart with two columns headed with the topic to be examined.
- Label the columns with the terms 'driving' and 'preventing'.
- Through a brainstorm process ask participants to elicit all the forces driving the change and those preventing the change.
- When the force field is finished, the first priority is for participants to examine ways to reduce or remove the preventing forces.
- Participants prioritise these for action giving thought to which of the forces are the most powerful and therefore have the most influence.

Implementation of PrimaryConnections in our school	
Driving	Preventing

## Product

The force field analysis provides a visual summary of the group's ideas of forces driving and preventing an improvement or desired change.

## PrimaryConnections examples

- Implementing PrimaryConnections in our school.
- Promoting PrimaryConnections across our sector.
- Organising professional learning for our staff.
- Briefing parents about the PrimaryConnections programme.

## References

Langford, David (2003). *Tool Time, Choosing and Implementing Quality Improvement Tools*. USA: Langford International Inc.  
Kurt Lewin. See [www.valuebasedmanagement.net/methods\\_lewin\\_force\\_field\\_analysis.html](http://www.valuebasedmanagement.net/methods_lewin_force_field_analysis.html)